
Annual Council Meeting

26th May 2016

Report of the Head of Human Resources and Organisational Development

Ratification of Appointment of Chief Executive

Summary

1. This report seeks formal ratification of the appointment of Chief Executive.

Background

2. At Staffing Matters and Urgency Committee on the 29th March 2016 approval was given to establish an Appointments Sub-Committee for Chief Officer appointments and to delegate sufficient powers to that Sub-Committee to enable it to conduct the recruitment process, select and recommend for appointment a Chief Executive and Head of Paid Service, subject to the requirements of the standing orders on appointment.
3. The post of Chief Executive and Head of paid Service was advertised nationally at the agreed salary of £130,000 to £145,000. The advert attracted a strong field of candidates.
4. Agreed at Staffing Matters and Urgency Committee on the 17th May 2016 was an Appointment Committee comprising of Councillors Carr, Aspden and Looker. Interviews took place over a 2 day period 19th – 20th May 2016.
5. The final appointment of Chief Executive and Head of Paid Service must statutorily be made at a full Council meeting. The Appointments Committee have selected a candidate and are recommending the appointment to Council.

Consultation

6. The Appointments Committee was supported in this process by Dawn Baxendale, Chief Executive of Southampton City Council

who undertook a technical assessment of each of the eight shortlisted candidates.

7. An assessment day then took place on 19th May and involved a number of panels and exercises designed to test the suitability of candidates for the post. Local community representatives, partner representatives and business leaders participated in this process.
8. Members of the Appointments Committee were provided with feedback from the assessment day and agreed that five candidates should progress to the final interview stage.
9. The final interview stage was held on 20th May 2016 and candidates were interviewed by the Appointments Committee. Each candidate was also required to give a presentation on a relevant topic prior to their interview. The Committee were advised by Dawn Baxendale and Mark Bennett Head of Head of Human Resources and Organisational Development
10. Following the conclusion of the interview process the Appointments Committee considered the candidates and it was agreed that Mary Weastell should be recommended for appointment on a salary of £130,000.
11. The offer of appointment will be subject to the standard pre-employment screening checks including an enhanced Disclosure & Barring background.
12. In line with the statutory procedures which apply to Chief Officer appointments Executive have been informed of this proposed appointment and no objections have been received.

Options

13. There are no alternative options for Members to consider.

Analysis

14. The ratification of the appointment will allow the post to be filled permanently without delay.

Council Plan 2015-19

15. Ratifying the appointment to the post of Chief Executive will contribute to the delivery of the core priorities set out in the Council Plan.

Implications

16. The following implications have been considered:

Financial – The salary cost will be managed from within existing budget and recruitment costs have been kept to a minimum.

Human Resources (HR) – The job description for the Chief Executive has been subject to the Council's established job evaluation mechanism, the grade established for the post and the agreed Council Pay Policy. The Appointments Committee is in line with the constitutional requirements for the recruitment and appointment of Chief Officers. The appointment will be carried out in accordance with the Chief Officer recruitment protocols.

Equalities - There are no specific equalities implications.

Legal – The Council has a statutory duty to appoint a Head of Paid Service under the Local Government and Housing Act 1989.

The Appointments Committee was created pursuant to S.102 (1)(c) of the Local Government Act 1972 and its terms of reference are to shortlist for, interview and recommend for appointment to the position of Head of Paid Service.

The process of appointing officers of this level is regulated by the Local Authority (Standing Orders) (England) Regulations 2001. Amongst other things, these regulations require that an appointment committee must include at least one member of the Executive and further, that no formal offer of appointment may be made until all members of the Executive have been informed of the details of the intended appointee, and have raised no objection within the specified period. Full Council must also approve the appointment before an offer of appointment is made.

Crime and Disorder – There are no crime and disorder implications.

Information Technology (IT) – There are no IT implications.

Property – There are no property implications.

Other – There are no other implications.

Risk Management

17. The risk of no or delayed appointment could risk delivery against the Council Plan and its priorities.

Recommendations

18. Members are asked to agree:

That the offer of the post of Chief Executive as set out at paragraph 10 is ratified.

Reason: To enable the Council to operate effectively, and to avoid any further delay.

Contact Details

Author:

Mark Bennett
Head of HR & OD

Chief Officer Responsible for the report:

Ian Floyd
Director of CBSS

**Report
Approved**



Date 24th May 2016

Specialist Implications Officer(s)

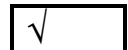
Legal: Andrew Docherty, Assistant Director, Governance and ICT

Finance: Debbie Mitchell, Corporate Finance Manager

HR: Mark Bennett, Head of HR & OD

Wards Affected:

All



For further information please contact the author of the report

Background Papers:

None.

Annexes

None.